PERSONNEL

Index to Volume 23

NUMBER 1 ..... JULY, 1946

NUMBER 2 ..... SEPTEMBER, 1946

NUMBER 3 ..... NOVEMBER, 1946

NUMBER 4 ..... JANUARY, 1947

NUMBER 5 ..... MARCH, 1947

NUMBER 6 ..... MAY, 1947

AMERICAN MANAGEMENT ASSOCIATION
330 WEST 42nd STREET, NEW YORK 18, N. Y.

Articles*

ARBITRATION, TOWARD EFFECTIVE. *By J. Noble Braden.* November, p. 199
ARMY'S PERSONNEL RESEARCH LABORATORY, THE. *By Joseph W. Eaton.* March, p. 326
BARGAINING UNIT, THE. *By David H. Werther.* November, p. 181
Business Meets the Clergy. May, p. 372
College Men, Field Day for. May, p. 371
Conciliation Service, Industry Representative Appraises Work of. July, p. 3
Efficacy of Ultraviolet Rays and Glycols as Cold Preventives Held Uncertain. March, p. 293
FACTOR COMPARISON JOB EVALUATION, FOUR METHODS OF ESTABLISHING FACTOR SCALES IN. *By Edward N. Hay.* September, p. 115
FACTOR COMPARISON JOB EVALUATION, TRAINING THE EVALUATION COMMITTEE IN. *By Edward N. Hay.* July, p. 46
52 Paychecks a Year. July, p. 62
FOREMEN IN GREAT BRITAIN, STATUS OF. July, p. 64
FOREMEN IN INDUSTRY, THE STATUS OF. *By Bruce V. Moore, J. Ewing Kennedy and George F. Castore.* January, p. 250
Foremen Organize, When. May, p. 370
Full Protection Given Under Registered Apprenticeship Programs. November, p. 149
Giving Workers the Economic Facts. July, p. 2
Grievance Procedure, A Novel. July, p. 2
GUARDING THE FLANKS: COLLECTIVE BARGAINING IN 1947. *By E. H. van Delden.* January, p. 230
Handicapped, AFL Spurs Employment of. May, p. 372
Health of Management, Conserving the. May, p. 370
INDUSTRIAL MEDICINE IN PEACETIME PRODUCTION PLANNING. *By Robert B. O'Connor.* January, p. 256
Interview as an Oral Test of Personality, The. November, p. 147
Job Evaluation, The Cost of. March, p. 291
JOB EVALUATION, AN ECONOMIST LOOKS AT. *By Sidney C. Sufrin.* March, p. 302
JOB EVALUATION PROGRAM, CASE HISTORY OF JOINT MANAGEMENT-LABOR. *By Nicholas L. A. Martucci.* September, p. 98
JOB EVALUATION, STATISTICAL PROBLEMS IN. *By Franklin G. Moore.* September, p. 125
Labor Disputes, A Plan for Settling. May, p. 372
LABOR DISPUTES WITHOUT STOPPAGES, SETTLING. *By L. Kenneth Mayer.* January, p. 277
Labor Relations "Interns" See All Sides of the Picture. January, p. 228
LAYOFF, SOLVING THE PROBLEM OF MERIT VS. SENIORITY IN. *By Wilbur R. Hanawalt.* May, p. 405
Management Pays Tribute to Its Vets. January, p. 227
MEDICAL PROGRAM, ESTABLISHING A MODERN PLANT. *By Robert B. O'Connor.* July, p. 33
Morale, Birthday Observances Boost. November, p. 146
New Journal to Coordinate Social Sciences Internationally. May, p. 373
ORGANIZATIONS "GO SOFT," WHEN. *By John M. Pfiffner.* May, p. 374
ORIENTING EMPLOYEES FOR FOREIGN SERVICE. *By George F. Dickover.* September, p. 137
PERSONNEL ACTIVITIES, AN OUTLINE OF. *By H. H. Carey.* May, p. 384
PERSONNEL ADMINISTRATION, THE CHALLENGE FOR. *By Paul Pigors.* March, p. 294
PERSONNEL ADMINISTRATION, GROUP TRAINING IN. *By Andrew J. Percival.* September, p. 75
PERSONNEL MANAGEMENT, INDICES OF. *By J. Stevens Stock and Harriet Lubin.* July, p. 6
PERSONNEL POLICY, ESSENTIALS OF A MANAGEMENT. *By Lawrence A. Appley.* May, p. 430
POOLED JUDGMENT PROCESS IN HUMAN RELATIONS, THE. *By Ellis C. Maxcy.* March, p. 361
Portal-to-Portal Crisis. January, p. 226
PROMOTION PROGRAM, EMPLOYEE PARTICIPATION IN THE. *By W. C. Johnson.* May, p. 425
PUBLIC RELATIONS MAN, EVERY EMPLOYEE A. *By Alfred M. Cooper.* September, p. 70
QUALIFICATIONS FOR BUSINESS CAREERS. *By Robert D. Calkins.* November, p. 174
RATING, A CASE REPORT ON EMPLOYEE. *By Harvey A. Stackman, Jr.* May, p. 410
RATING EMPLOYEES, LET'S GET MORE SCIENTIFIC IN. *By Walter R. Mahler.* March, p. 310
RATING EXECUTIVE QUALITIES. *By Glen U. Cleeton.* March, p. 321
Reconversion, Workers' Experience During. July, p. 4

* Titles set in italics denote "Strictly Personnel" notes, brief articles, or abstracts.

Bus. Adm.
Favor

RECRUITMENT AND IN-PLANT TRAINING OF COLLEGE GRADUATES. *By G. L. Cullen.* May, p. 388
SALARY GRADES, THE CHARACTERISTICS OF. *By Edward N. Hay.* November, p. 187
SALARY GRADES, HOW TO CREATE. *By Edward N. Hay.* March, p. 339
Seniority Policy, Formulating a. July, p. 5
The Simple Approach. March, p. 293
Smoking Problem in Offices, The. May, p. 371
SPEECH AND HUMAN RELATIONS IN INDUSTRY. *By Charles T. Estes.* September, p. 106
STATISTICS AND PERSONNEL ADMINISTRATION. *By W. Duane Evans.* September, p. 79
Suggestions Hit the Jackpot. September, p. 114
Supervisors, A Security Program for. March, p. 292
SUPERVISOR'S JOB, AN OUTLINE OF THE. *By John M. Pfiffner.* November, p. 156
Supervisors' Policy Manuals, Survey of. March, p. 290
"THE SUPERVISORY SIX." *By J. J. Evans, Jr.* July, p. 16
Taking the Health Story Direct to Employees. July, p. 64
TRAINING AND ATTITUDE BUILDING THROUGH PLANT BROADCASTING. *By Gil Beck and Earl Planty.* March, p. 353
TRAINING, AN ORGANIZED APPROACH TO. *By Richard R. Crow.* May, p. 446
TRAINING EMPLOYEES IN INDUSTRIAL ECONOMICS. *By Ray S. Tannehill.* November, p. 150
TRAINING IN HUMAN RELATIONS. *By Schuyler Dean Hoslett.* September, p. 85
TRAINING, MEASURING THE VALUE OF. *By O. L. Harvey.* July, p. 43
UNION ACTIVITY ON THE EMPLOYER'S PROPERTY. *By David H. Werther.* July, p. 57
Union Contract, An Employee Guide to the. January, p. 228
Unions and the Right to Strike, Regulating. July, p. 3
VACATION "ELIGIBILITY REQUIREMENTS," FIND TREND TO LOWER. September, p. 68
VALIDATING THE PATTERNED INTERVIEW. *By Robert N. McMurry.* January, p. 263
WAGE AND SALARY ADMINISTRATION, AN AUDIT FOR. *By Charles W. Lytle.* January, p. 273
WAGE AND SALARY PLANS UP-TO-DATE, KEEPING. *By William S. Wilcox.* January, p. 280
WAGE INCENTIVE SYSTEMS, INTEGRATING TIME STUDY WITH. *By Warren L. Ganong.* July, p. 24
Wage Rates, The Trend of Urban. March, p. 309
War Role Improved Women's Status, I.L.O. Finds. September, p. 68
What Changes Should Congress Make in Labor Legislation? March, p. 338
WHAT'S YOUR MANAGEMENT I.Q.? *By Ellis H. Woolley.* May, p. 437
When Is Employer Advice on Bargaining Vote Legal? September, p. 66
WHEN THE UNION MOVES IN. *By Russell L. and Elizabeth B. Greenman.* March, p. 365
WOMEN'S HOURS OF WORK: A SURVEY. *By Frieda S. Miller.* March, p. 332
Worker Development, "A Plan for Every Man" Aids. November, p. 148
WORKER EVALUATION, STATISTICAL PROBLEMS OF. *By D. J. Bolanovich.* November, p. 210
Worker Orientation, "Sponsor" Systems Aid. September, p. 67

Authors

APPLEY, LAWRENCE A. *The Essentials of a Management Personnel Policy.* May, p. 430
BECK, GIL AND PLANTY, EARL. *Training and Attitude Building Through Plant Broadcasting.* March, p. 353
BOLANOVICH, D. J. *Statistical Problems of Worker Evaluation.* November, p. 210
BRADEN, J. NOBLE. *Toward Effective Arbitration.* November, p. 199
CALKINS, ROBERT D. *Qualifications for Business Careers.* November, p. 174
CAREY, H. H. *An Outline of Personnel Activities.* May, p. 374
CLEETON, GLEN U. *Rating Executive Qualities.* March, p. 321
COOPER, ALFRED M. *Every Employee a Public Relations Man.* September, p. 70
CROW, RICHARD R. *An Organized Approach to Training.* May, p. 446
CULLEN, G. L. *Recruitment and In-Plant Training of College Graduates.* May, p. 388
DICKOVER, GEORGE F. *Orienting Employees for Foreign Service.* September, p. 137
EATON, JOSEPH W. *The Army's Personnel Research Laboratory.* March, p. 326
ESTES, CHARLES T. *Speech and Human Relations in Industry.* September, p. 106
EVANS, J. J., JR. *"The Supervisory Six."* July, p. 16
EVANS, W. DUANE. *Statistics and Personnel Administration.* September, p. 79
GANONG, WARREN L. *Integrating Time Study with Wage Incentive Systems.* July, p. 24

GREENMAN, RUSSELL L. AND ELIZABETH B. *When the Union Moves In.* March, p. 365
HANAWALT, WILBUR R. *Solving the Problem of Merit vs. Seniority in Layoff.* May, p. 405
HARVEY, O. L. *Measuring the Value of Training.* July, p. 43
HAY, EDWARD N. *The Characteristics of Salary Grades.* November, p. 187
Four Methods of Establishing Factor Scales in Factor Comparison Job Evaluation. September, p. 115
How To Create Salary Grades. March, p. 339
Training the Evaluation Committee in Factor Comparison Job Evaluation. July, p. 46
HOSLETT, SCHUYLER DEAN. *Training in Human Relations.* September, p. 85
JOHNSON, W. C. *Employee Participation in the Promotion Program.* May, p. 425
LYTLE, CHARLES W. *An Audit for Wage and Salary Administration.* January, p. 273
MAHLER, WALTER R. *Let's Get More Scientific in Rating Employees.* March, p. 310
MARTUCCI, NICHOLAS L. A. *Case History of a Joint Management-Labor Job Evaluation Program.* September, p. 98
MAXCY, ELLIS C. *The Pooled Judgment Process in Human Relations.* March, p. 361
MAYER, L. KENNETH. *Settling Labor Disputes Without Stoppages.* January, p. 277
MCMURRY, ROBERT N. *Validating the Patterned Interview.* January, p. 263
MILLER, FRIEDA, S. *Women's Hours of Work: A Survey.* March, p. 332
MOORE, BRUCE V., KENNEDY, J. EWING AND CASTORE, GEORGE F. *The Status of Foremen in Industry.* January, p. 250
MOORE, FRANKLIN G. *Statistical Problems in Job Evaluation.* September, p. 125
O'CONNOR, ROBERT B. *Establishing a Modern Plant Medical Program.* July, p. 33
Industrial Medicine in Peacetime Production Planning. January, p. 256
PERCIVAL, ANDREW J. *Group Training in Personnel Administration.* September, p. 75
PFIFFNER, JOHN M. *An Outline of the Supervisor's Job.* November, p. 156
When Organizations "Go Soft." May, p. 374
PIGORS, PAUL. *The Challenge for Personnel Administration.* March, p. 294
STACKMAN, HARVEY A., JR. *A Case Report on Employee Rating.* May, p. 410
STOCK, J. STEVENS AND LUBIN, HARRIET. *Indices of Personnel Management.* July, p. 6
SUFRIN, SIDNEY C. *An Economist Looks at Job Evaluation.* March, p. 302
TANNEHILL, RAY S. *Training Employees in Industrial Economics.* November, p. 150
VAN DELDEN, E. H. *Guarding the Flanks: Collective Bargaining in 1947.* January, p. 230
WERTHER, DAVID H. *The Bargaining Unit.* November, p. 181
Union Activity on the Employer's Property. July, p. 57
WILCOX, WILLIAM S. *Keeping Wage and Salary Plans Up-To-Date.* January, p. 280
WOOLLEY, ELLIS H. *What's Your Management I.Q.?* May, p. 437